

Defense Logistics Agency
Equal Employment Opportunity Data Required by the No FEAR Act
FY 04

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Last Updated: November 3, 2004

DLA
No FEAR Act Data
FY 04
Number of Complaints and Complainants

Number of Complaints Filed This Period - 68

Number of Filers - 66

Number of Repeat Filers - 4

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The Basis of a Complaint

Race - 40

1. American Indian/Alaskan Native - 3
2. Asian Pacific Islander - 0
3. Black - 29
4. White - 8

Color - 23

Religion - 3

National Origin - 5

1. Hispanic - 3
2. Other - 2

Sex - 36

1. Male - 13
2. Female - 23

Equal Pay Act - 1

1. Male - 0
2. Female - 1

Disability - 17

1. Mental - 4
2. Physical - 13

Age - 22

Reprisal - 29

Non-EEO Basis - 1

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Issues of Alleged Discrimination

A. Appointment	0	K. Pay Including Overtime	1
B. Duties	5	L. Promotion/Non-Selection	24
C. Awards	2	M. Reassignment	3
D. Conversion To Full-Time	0	1. Denied	0
		2. Directed	3
E. Disciplinary Actions	9	N. Reasonable Accommodation	5
1. Demotion	0		
2. Reprimand	2	O. Reinstatement	0
3. Suspension	5	P. Retirement	2
4. Removal	2	Q. Termination	1
F. Duty Hours	0	R. Terms/Conditions of Employment	3
G. Eval/Appraisal	0	S. Time and Attendance	1
H. Examination/Test	1	T. Training	2
I. Harassment	52		
1. Non-Sexual	28		
2. Sexual	24		
J. Medical Examination	0	U. Other	5

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Complaint Processing Time (Average Number of Days)

Pending Complaints -	133	384
Hearing Not Requested -	88	260
Hearing Requested -	44	555

Complaint Processing (Average Number of Days)

Investigation - 71 187

Hearing - 36 543

Final Agency Action

FAD After an Investigation - 16 724

Final Action After a Hearing - 17 788

Appeal - 11 663

Number of Procedural Dismissals - 11

Average Days Pending at Dismissal - 417

Complaints Pending an Investigation Over 180 Days - 26

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Final Agency Actions Involving Discrimination

Number of Findings of Discrimination - 1

Rendered Without a Hearing - 0 (0%)

Rendered After a Hearing - 1 (100%)

Implemented - 1

Appealed - 1

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Findings of Discrimination Sorted by Basis

Total Number of Findings 1

	<u>No Hearing</u>		<u>Hearing</u>	
	#	%	#	%
Race	—	—	—	—
1. American Indian/ Alaskan Native	—	—	—	—
2. Asian Pacific Islander	—	—	—	—
3. Black	—	—	—	—
4. White	—	—	—	—
Color	—	—	—	—
Religion	—	—	—	—
National Origin	—	—	—	—
1. Hispanic	—	—	—	—
2. Other	—	—	—	—
Sex				
1. Male	—	—	—	—
2. Female	—	—	—	—
Equal Pay Act	—	—	—	—
1. Male	—	—	—	—
2. Female	—	—	—	—
Disability	—	—	—	—
1. Mental	—	—	—	—
2. Physical	—	—	—	—
Age	—	—	<u> 1 </u>	<u>100%</u>
Reprisal	—	—	—	—
Non-EEO Basis	—	—	—	—

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Issues in Findings of Discrimination without a Hearing

Total Number of Findings 0

	#	%
A. Appointment	___	___
B. Duties	___	___
C. Awards	___	___
D. Conversion To Full-Time	___	___
E. Disciplinary Actions		
1. Demotion	___	___
2. Reprimand	___	___
3. Suspension	___	___
4. Removal	___	___
F. Duty Hours	___	___
G. Eval/Appraisal	___	___
H. Examination/Test	___	___
I. Harassment		
1. Non-Sexual	___	___
2. Sexual	___	___
J. Medical Examination	___	___

	#	%
K. Pay Including Overtime	___	___
L. Promotion/Non-Selection	___	___
M. Reassignment		
1. Denied	___	___
2. Directed	___	___
N. Reasonable Accommodation	___	___
O. Reinstatement	___	___
P. Retirement	___	___
Q. Termination	___	___
R. Terms/Conditions of Employment	___	___
S. Time and Attendance	___	___
T. Training	___	___
U. Other	___	___

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Issues in Findings of Discrimination with a Hearing

Total Number of Findings 1

	#	%		#	%
A. Appointment	___	___	K. Pay Including Overtime	___	___
B. Duties	<u> 1 </u>	<u>100%</u>	L. Promotion/Non-Selection	___	___
C. Awards	___	___	M. Reassignment		
D. Conversion To Full-Time	___	___	1. Denied	___	___
E. Disciplinary Actions			2. Directed	___	___
1. Demotion	___	___	N. Reasonable Accommodation	___	___
2. Reprimand	___	___	O. Reinstatement	___	___
3. Suspension	___	___	P. Retirement	___	___
4. Removal	___	___	Q. Termination	___	___
F. Duty Hours	___	___	R. Terms/Conditions of Employment	___	___
G. Eval/Appraisal	___	___	S. Time and Attendance	___	___
H. Examination/Test	___	___	T. Training	___	___
I. Harassment					
1. Non-Sexual	___	___			
2. Sexual	___	___			
J. Medical Examination	___	___	U. Other	___	___

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DLA
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Number of Pending Complaints that were filed in Prior Fiscal Years
(1999 – 2004)

Number of Pending Complaints Filed before Current FY - 162

Number of Complainants - 144

Number of Complaints Pending at:

Investigation - 28

Hearing - 57

Final Agency Action -

After an Investigation - 21

After a Hearing - 7

Appeal - 38

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